Step One: Write down all of your identities (i.e. your race, ethnicity, gender, sexual orientation, etc.)

Step Two: Categorize each identity as...
- Targeted (T): An identity that is the target of prejudice/discrimination
- Advantaged (A): An identity that is privileged

Step Three: Using the circle below, create a pie chart that shows your identities, with the size of each pie piece relating to how aware you are of each identity on a daily basis.
Queer—I am often a target due to my identity of queer and am very aware of my Queer Identity on a daily basis based on constantly feeling “othered” in conversations/interactions.

White—I am very privileged due to my white identity and have done a lot of personal work around my white privilege, so this is an area that I am more conscious of now than I was only 5 years ago.

Gender Conforming Bio Female—I am targeted due to the fact that I am female, and women are still oppressed in our society. However, I am also privileged because my sex (genitals/genes) match my gender identity, which for some is not true. I am pretty aware of being a woman/female on a daily basis due to interacting with a lot of men.

Middle Class—I am privileged financially in that I have all of my basic needs met on a daily basis. I don’t think about that as often as I should, but am aware of it more than some of my other identities.

Educated—I am very privileged to have the education I do and benefit from it. Again, I’m aware of it due to the fact that I work in the university environment, but I tend to not think about it as a privilege as often as I should.

Christian—I am privileged in that I am a Christian in the United States, which values my religious beliefs over others and even provides me with national holidays to celebrate most of my important holidays. I often take this for granted.

Able Bodied—I am very privileged in that I do not have to think about how I will be able to get from point a to point b or worry about being able to communicate with others. I do not think about this identity and the privileges I have enough, and is a learning edge for me currently.
DISCUSSION QUESTIONS

1. Which identities were you more aware of?

2. Were the identities you are more aware of targeted or advantaged? Why do you think that is?

3. Which identities do you take for granted and not think about often?

4. Were the identities you are less aware of targeted or advantaged? Why do you think that is?

5. From this exercise, can you identify one or two identities in which you need to work on being more aware of?

6. What does this have to do with being an Ally?

Source: Whomever originally developed this activity is unknown.